ANALYSIS, MODELING AND SIMULATION (CP 36) 3-YEAR INDIVIDUAL DEVELOPMENT PLAN (3yIDP)

10/15/11

PRIVACY ACT STATEMENT

Section 4103 of Title 5 to U.S. Code permits the collection of this information. Supervisors, careerists, and civilian personnel officials to plan and/or schedule training, education, and other career development activities use this information. If your activity uses the information on this form for purposes other than those indicated above, it will provide you with additional statements reflecting those purposes.

NAME (*First Name / MI / Last Name*)	POSITION TITLE Modeling and Simulation Analyst	ID No.

MACOM	SERIES & GRADE GS 07	RANK & FA N/A	ORGANIZATION

3yIDP PERIOD (*From – To*)	CURRENT ACCREDITATION LEVEL None	OBJECTIVE ACCREDITATION LEVEL Entry Level	E-MAIL ADDRESS

Comm Phone Number	DSN Phone Number	Comm FAX Number	DSN FAX Number

DEVELOPMENTAL OBJECTIVES

SHORT-TERM OBJECTIVES (YEAR 1) (NARRATIVE)	LONG-TERM OBJECTIVES (YEAR 2 & 3) (NARRATIVE)
Understand the Army; become aware of Modeling & Simulation applications; and determine how the different communities approach M&S. Obtain an entry level competency skill set.	**Determine how to apply M&S to intern's M&S community; Explain how M&S is used in all the Army communities; Be capable of managing all aspects of the M&S lifecycle. Apply M&S to an event/activity.**

I certify that I have conducted a counseling session to identify the formal education, training, professional development, and performance enhancing job experiences that will support the goals outlined in the careerist's 3yIDP.	I certify that I have validated the information contained on this form and will support careerist's pursuit of the necessary training need.
DEVELOPMENTAL PROGRAM MANAGER'S SIGNATURE	**SUPERVISOR'S SIGNATURE**
TITLE Mr. Gary Dahl, Developmental Program Manager	**TITLE**
DATE / /	**DATE** / /
CAREERIST'S SIGNATURE	**DATE** / /

Comment [A1]: This is just an example, feel free to tailor to your organization with the help of your supervisor

Comment [A2]: Place your supervisor's name & title here

IDP

NAME:	ID Number

TRAINING

There are three types or categories of training: (1) Mandatory Training; (2) Other – Elective Training; and (3) Professional Development Programs. All training helps the Careerist develop skills/abilities and gain knowledge in competency groups. Competency Groups (CG) include: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.

	COURSE TITLE(S)	INSTITUTION(S)	CG	LENGTH
(1) MANDATORY TRAINING				
YEAR 1	Civilian Education System Foundation Course (dL)	Army Staff Management College	Attributes, Basic Skiils	2 weeks
	Basic M&S Course (dL)	Army Modeling& Simulation School	Modeling, Representation, Domain Knowledge, Basic Skills	1 week
	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Systems Approach, Basic Skills, Simulation Methods	1 week
	Action Officers Development Course (AODC) (dL)	Army dL Course (ATIS online)	Basic Skills, People Skills	2 weeks
	TST 102 Fundamentals of Test and Evaluation (dL)	Defense Acquisition University	Systems Approach, Domain Knowledge	2 weeks
	CLE 023 Modeling and Simulation for Test and Evaluation (dL)	Defense Acquisition University	System Approach, Domain Knowledge, Simulation Methods	1 week
	FINANCE MANAGEMENT CAPTAINS CAREER (DL) (formally known as the "PPBES – Plan/Program/Budget/Execution System" (805 AA15) (dL)	ATIS online (http://www.train.army.mil/)	Basic Knowledge	1 week
	Natick Soldier Center (NSC) Greening Program	Ft. Benning /Ft. Polk	Basic Knowledge	1 week
	Simulation Operations Course (SOC)	Army Modeling& Simulation School	Basic skills, Modeling, Representation, Domain Knowledge, Simulation Methods	6 weeks
YEAR 2	Skill Identifier "S7" Course	Army dL Course (ATIA online)	Simulation Methods	2 weeks
	Effective Writing for Professionals	ACCP	Basic Knowledge, Attributes	1 week
	ABCS TRN	FT Stewart, GA	Basic Skills, Interoperability	
	TBD	**TBD**	**TBD**	**TBD**
	TBD	**TBD**	**TBD**	**TBD**
YEAR 3	FM 7-1 Battle focused Training – Company (150 F73) (dL)	ATIS	Domain Knowledge	2 weeks
(2) OPTIONAL TRAINING				
	Simulation Operations Professional Course (SOPC)	Army Modeling& Simulation School	Basic Skills, Modeling, Representation, Domain Knowledge	1 to 2 weeks
	FM 7-1 Battle Focused Training – Brigade (150 F75) (dL)	ATIS	Domain Knowledge	2 weeks
	Manage Brigade and above Training (IS8008) (dL)	ATIS	Domain Knowledge	2 weeks
	Introduction to Interoperability (CLM 022) (dL)	Defense Acquisition University	Domain Knowledge	2 weeks

Comment [A3]: Interns should have at least 8 months to one year as an intern before taking the SOC, as well as a basic understanding of military structure including battalions, brigades and divisions.

IDP

	Basic Information Systems Acquisition (dL)	Defense Acquisition University	Domain Knowledge	2 weeks
	Acquisition 201A (Intermediate systems Acquisition) (dL)	Defense Acquisition University	Domain Knowledge	2 weeks
	Program management Tools (PMT 250) (dL)	Defense Acquisition University	Management, Strategic Vision	3 weeks
	Intro to Operations Research and Systems Analysis	Army Logistics Management College	Domain Knowledge	2 weeks
	ORSA Familiarization Course	Army Logistics University	Basic Skills	1 week
	Quantitative Skills for Trainers	Army Logistics Management College	Domain Knowledge	3.5 Days
	FM 7-1 Battle Focused Training – Situation Training (150 F76) (dL)	ATIS	Domain Knowledge	2 weeks
	Basic Computer Programming (Excel, Access, MATLAB, etc.)	Local University/Community College	Basic Skills	1 Semester
	College Statistics Course	Local University/Community College	Basic Skills	1 Semester
	College Calculus Course	Local University/Community College	Basic Skills	1 Semester
	Right Seat Ride	National Training Center/Army Simulation & Modeling School	Representation, System Approach, Simulation Methods,	2 to 3days
YEAR 3				

IDP

(3) PROFESSIONAL DEVELOPMENT PROGRAMS				
	COURSE TITLE(S)	**INSTITUTION(S)**	**CG**	**LENGTH**
YEAR 1	**N/A**			
YEAR 2	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week
Year 3	BCTC-UC	NSC	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week
	Semi-annual Simulation interoperability Workshop (SIW)	SISO	Domain Knowledge, Simulation methods	1 week
	I/ITSEC – Interservice/Industry Training, Simulation and Education Conference	National Training and Simulation Association and National Defense Industrial Association	Domain Knowledge, Strategic Vision, Leadership and Management Development	1 week

PROFESSIONAL CERTIFICATION				
YEAR	**CERTIFICATION AWARDED**	**ORGANIZATION(S)**	**TARGET DATE**	**RENEWAL DATE**
YEAR 1				
YEAR 2				
YEAR 3				

N/A Simulation Certification occurs after the intern program
Goal is receiving the Modeling and Simulation Professional Certification by the 6th year of being a CP 36

IDP

ANALYSIS, MODELING AND SIMULATION (CP 36) 3-YEAR INDIVIDUAL DEVELOPMENT PLAN (3yIDP)

NAME:

FORMAL EDUCATION

Competency Groups (CG) include: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.

YEAR	INSTITUTION(S)	COURSE TITLE(S)	COURSE DATES	ARE YOU PURSUING A DEGREE? *(Yes or No)*	DEGREE TYPE
YEAR 1	XXX XXX obtained a BS/MS degree in XXX XX prior to arrival in the Army's Intern Program and formal education will not be part of the Official Intern Activities during this year			N/A	
YEAR 2		Models, Simulations and DOD Acquisition Certificate Series • Foundations for DOD Modeling and Simulation • Applications of Modeling and Simulation	TBD	N	Certificate

PERFORMANCE ENHANCING JOB EXPERIENCES

Competency Group (CG) includes: Attributes, People Skills, Basic Skills, Modeling, Systems Approach, Representation, Domain Knowledge, Simulations Methods, Interoperability, Interpersonal Skills, Human Resources Management, Strategic Vision, Leadership and Management Development.

YEAR	DESCRIPTION OF ACTIVITY	ORGANIZATION(S)	ASSIGNMENT LENGTH	COMPETENCY GROUP
YEAR 1	Understanding the First Army Simulation Program		1 yr	Attributes, Basic Skills, People Skills
	Rotational Assignment: Applying M&S in the Army's Training Community	TEMO Location	45-60 days	Domain Knowledge, Simulation methods, Representation
	Optional Rotational Assignment: Applying M&S in the Testing Community	Testing Organizations	90 Days	Leadership and Management Development
	Optional Rotational Assignment: Applying M&S in the acquisition process at an RDECOM or PEO Organization	RDEC or PEO Location	90 Days	Doman Knowledge, Simulation Methods, Systems Approach
	Optional Rotational Assignment: Applying M&S in analysis	CAA/TRAC/or AMSAA	90 Days	Interoperability, Systems Approach, Domain Knowledge, Simulation Methods
YEAR 2	**TBD**	**TBD**	**TBD**	**TBD**

Comment [A4]: Insert your education/degree you had prior to entering as an intern

Comment [A5]: The intern should take a rotational assignment at a TEMO location only after completing the 6-week SOC course, generally about one year into the internship. This will enable the intern to apply concepts from the SOC at the rotational assignment.

Comment [A6]: Interns going to a RDEC/PEO location should have a degree in engineering.

Comment [A7]: Interns should have a strong background in college level calculus and statistics, as well as skills in using Excel before going to a rotational assignment at an analytical organization. This will enable the interns to use their math/Excel skills and support the host organization.

Guide to On the Job Activities and General Knowledge Activities (Addendum to the IDP)

PART A: ORIENTATION				**Upon completion the intern will be able to:**			
1. Employee Orientation a. Federal employment, civil service, employee benefits, standards of conduct, security requirements, etc. b. Benefits Orientation for New Employees c. Army Career Management Programs	OJT	Assigned work center	40	a. Demonstrate an understanding of the provisions, benefits, and responsibilities of Federal employment and the provisions and structure of the Army Career Management system. b. Identify the key components of the Federal benefits package. Learn appropriate resources to assist in developing and maintaining a financial plan. c. Describe the organization of the Government, Department of Defense, Department of the Army, Major Army Commands, and the unit of assignment	1st Year	Bi-Weekly Intern Meetings CPAC Bi-Weekly Intern Meeting	Program Manager CPAC In Brief Program Manager
2. Organization of DOD/DA a. Overall Organization of DOD and DA b. Organization and Mission of Assigned MACOM or Subordinate Activity	OJT	Assigned work center	40	a. Describe the mission, organization, and functions of the Intern's home organization. b. Describe the basic functions of the organization , the functions it encompasses, and the list of services each provides.	1st Year	Bi-Weekly Intern Meeting	Program Manager

TRAINING	**Type**	**Source**	**Length**	**Knowledge, Skill or Ability To**	**Individual**	**Training**	**Planning Supervisor**

DESCRIPTION			(Hours)	be Achieved	Dates	Location	
PART B: GENERAL FUNCTIONAL SKILLS TRAINING							
1.. Effective Briefing Techniques	Resident	USDA	3 days	Organize and present a concise briefing. **Course Title**: Briefing Techniques	2nd Year	TBD	Training Manager
2. Effective Army Writing ACCP subcourse # IS1460	Web Based	CAC	10 hrs	Produce well-written products that present facts and ideas clearly and logically.	2nd Year	TBD	Training Manager
PART C: GENERAL SKILLS TRAINING (prior to performance in part D)							
1. Army Records Information Management System (ARIMS) Tutorial	Web based	RMDA	8	Identify the concepts and principles of Record keeping and filing in the Army.	Complete prior to internship graduation	Office	Assigned Supervisor or Training Manager
2. Information Assurance Tng	Web Based	School of Information Technology	2	Explain how Information Assurance impacts simulation support	Each year	Office	Program Manager

Comment [A8]: These are just examples of training, make sure to tailor specifics with your supervisor.

IDP

PART D: REQUIRED READINGS							
FM 1	Professional Development	On Line	3		1st Year		
FM 3-0 (Feb 08 ver)	Professional Development	On Line	20		1st Year		
FM 7-0	Professional Development	On Line	15		1st Year		
FM 7-1 (paper& web)	Professional Development	On Line	15		1st Year		
FM5-0	Professional Development	On Line	10		1st Year		
FM 1-02	Professional Development	On Line	5		1st Year		
FM 7-15	Professional Development	On Line	5		1st Year		
FM 6-0	Professional Development	On Line	5		1st Year		
FMI 6-01.1	Professional Development	On Line	5		1st Year		
AR 25-50	Professional Development	On Line	2		1st Year		
AR 350-1	Professional Development	On Line	2		1st Year		
AR 350-38	Professional Development	On Line	2		1st Year		
AR 70-1	Professional Development	On Line	2		2nd Year		
AR 5-5	Professional Development	On Line	1		2nd Year		
AR 15-1	Professional Development	On Line	2		2nd Year		
FM 7-21.13	Professional Development	On Line	5		2nd Year		
FM 25-4	Professional Development	On Line	5		2nd Year		
FM 21-75	Professional Development	On Line	5		2nd Year		
FM 3-100.21	Professional Development	On Line	5		2nd Year		
JP 3-0	Professional Development	On Line	5		2nd Year		
"Simulation Modeling and Analysis" book by Dr. Averill M. Law	Professional Development	In Office	85		2nd Year		

PART E: ON-THE JOB-TRANING (General Skill Performance)							
Describe First Army	OJT			Broaden KSAs on M&S responsibilities at the HQ DA level.			Program Manager
Describe ACOM, ASCC and DRU	OJT			Broaden KSAs on M&S responsibilities at the ACOM, ASCC, and DRU level.			Assigned Supervisor or Training Manager
Describe Installation Certain type of simulation	OJT			Broaden KSAs on M&S responsibilities at the Installation level.			Assigned Supervisor or Training Manager
Conduct a Briefing	OJT						
Write a Memorandum	OJT						
Write a SIGACTS	OJT						
Write a EXSUM	OJT						
Prepare a Power Point Briefing for someone else to deliver	OJT						
Prepare a Form 5 Staff Action	OJT						
Write an information paper	OJT						
Write a decision paper	OJT						
Conduct an office security check	OJT						
Prepare files IAW regulations	OJT						
Rotational Assignment Task Performance (identified in separate sheet)							

Comment [A9]: These are just example of OJT, be sure to tailor to your organization.